

Bringing APF and NAF Funding Together

Uniform Funding and Management to Begin

By Jack L. Gillund

ombining appropriated and nonappropriated funds to provide Morale, Welfare and Recreation services under NAF rules, Uniform Funding and Management is set to begin in the continental United States Oct. 1.

"It offers a tremendous opportunity to streamline our support systems for the MWR operator," said Dennis Walsh, chief of Financial Plans and Programs at CFSC.

UFM began as the two-year Uniform Resources Expanded Program demonstration legislated by section 335 of the 1996 National Defense Authorization Act.

"The two-year test was very limited in scope," Walsh said. "It didn't address specific areas that we have since had to learn about – such as the best methods of tracking personnel and the potential costs associated with transferring support services like accounting from the government to the NAF system."

The new system will speed up how the government funds MWR, Walsh said. Instead of the current process where MWR programs are funded with other base operations at the garrison level, appropriated funds are transferred into the NAF system upfront each quarter.

"It becomes nonappropriated funds," he said. "It automatically follows the NAF rules and procedures.

"One thing we need to all understand," Walsh added, "Uniform Funding and Management by itself does not increase or decrease the government's funding of MWR. It's just a different way of executing the business. Whether the government decides to

fund MWR at 90 percent of its requirements or 60 percent, it doesn't matter as far as UFM is concerned. It's just a different way of executing the money."

Authorized by section 323 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003, UFM addresses three critical management functions: the procurement of property and services for MWR, the management of employees, and financial reporting and management. While the program allows for the transition of employees to a single NAF workforce, Walsh said there will be no forced conversions of APF personnel.

"If we can make life easier for the MWR operators by simplifying the process and reducing the number of different things they need to know, I think we will make life better for them," he said.

Now that CONUS facilities are one step closer to participating in the program, Walsh

said its time to begin focusing on overseas installations. Pilot sites will be established in Grafenwoehr, Germany, and Korea next year. The remaining overseas locations will be introduced to the program in 2007.

"To me, Uniform Funding and Management is the beginning of a new way of conducting business," Walsh said. "It doesn't really stop. Uniformed Funding provides the opportunity to improve all these support systems. That's the next generation of UFM – the improvement of the support process."

Something that he says has begun already.

"We have a tremendous effort right now to improve our procurement and contracting support through our regional offices," he said. "That's running concurrently with UFM. People have already started to improve the support they provide the MWR operators."

Workshops Help Attendees Prepare for UFM Process

Pilot Sites Share Lessons Learned, Experiences

By Jack L. Gillund

To help prepare Morale, Welfare and Recreation professionals for the start of Uniform Funding and Management, Installation Management Agency recently held five workshops throughout the United The workshops began April 27 and 28 at Fort Campbell, Ky., with representatives from each of the seven Installation Management Agency regions on-hand to help oversee the training.

"The Army's plan is that on [Oct. 1] the entire United States will operate under Uniform Funding and Management," said

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Dennis Walsh, chief of Financial Plans and Programs at CFSC. "This whole summer is devoted to getting all of these folks ready to go."

To prepare for the change, MWR professionals must first understand the policy and perform some "key elements," Walsh said.

"I think the biggest thing, from our perspective, is to coordinate the financial management planning: the documents and the preparation for the financial reporting," he said. "From the human resource perspective, the education of the workforce is the most key element: to hold all of their meetings with all of the interested parties – the local unions and all that, to make sure the workforce understands what Uniform Funding is and isn't and to make sure they understand their rights and opportunities."

To help officials better understand the process, five UFM pilot sites were established: Fort Campbell; White Sands Missile Range, N.M.; Fort Drum, N.Y.; U.S. Army Gamson Michigan, Selfridge, Mich.; and CFSC. Financial management, human resources and procurement representatives from each of these sites attended the Fort Campbell workshop to share their experiences and help develop the training.

"We asked the pilot sites to come in and help us with the first workshop and also to set the stage so everybody would conduct the succeeding workshops in a standard manner," said Walsh, who has been involved in the UFM process since it began as the Uniform Resources Expanded Program in 1996. "It was the first time they met face-to-face and shared their experiences and then passed that on to all of the Southeast regional participants."

More than 130 people attended the Fort Campbell workshop – at least three key individuals from each Army installation in the Southeast region, Walsh said. They listened as the people who have operated under UFM shared their experiences.



Participants at a workshop held April 27 and 28 at Fort Campbell, Ky., listen to a presentation designed to help them prepare for Uniformed Funding and Management.

"[On the first day] we gave them the guidance, the Army policy," Walsh said. "Then we broke out in sessions that ran for about three hours a piece and they leamed from their peers how to get ready for this: what things to avoid, what pitfalls, what challenges, who you should coordinate with when you're setting up your accounting, and all that stuff."

During day two, participants discussed the marketing and communications plan, and took part in a roundtable discussion led by activity directors from the host site. The afteroon was reserved to introduce those in attendance to the new Installation Management Employee Tracking System.

"It's a really neat tool to help garrisons track the status of their employees," Walsh said about IMETS. "It's kind of a standard automated online system that uses information from payroll and personnel systems. The theory is that it's always up to date."

Because IMETS gets its information from other sources Walsh said it helps fulfill a need of UFM – ensuring that the status of every MWR employee in the Army can be tracked.

"The legislation is quite specific that it's

voluntary now but over time we expect to have a single [NAF] workforce," he said.

In addition to the workshops and the 185-page guidance MWR professionals can use as a reference, Walsh said a Web site to help answer UFM questions will be available later this summer.

"It will have everything you need to know about Uniform Funding and Management: reference materials, policies, the DoD policy, all that stuff," Walsh said. "We hope by the end of June it will be up andrunning."

Walsh said the site will also provide an email link should more in-depth assistance be needed.

"This is the beginning of a very important change in the way we do business," he said. "We want people to understand that they are not out there alone – there is a support system."

Editor's note: UFM workshops were held in the Southwest region, the Northwest region, the Pacific region, and the Northeast region. Pilot sites will be established in Europe and Korea next fiscal year.

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